

# Surface Nuclear Officer

## 1997 Annual Newsletter

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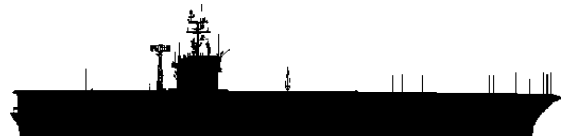
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### **FROM YOUR WASHINGTON TEAM**

As the Navy prepared for and completed the Quadrennial Defense Review (QDR) to define its role, mission, and force structure for the future, all the various component parts of the Department of the Navy have come under close scrutiny. The Surface Nuclear Program has been no exception. While the detailed analysis and rigorous top to bottom auditing that occurs often goes unnoticed, we have been fortunate to have been able to present our community and the SWO(N) career path to senior Navy leadership, including the Fleet CINCs and the CNO. We are one of only a handful of communities which are not getting smaller. With the new construction of CVN 75 nearing completion and the building of CVN 76 and CVN 77 proceeding smoothly, the Navy needs nuclear trained officers to lead our enlisted surface nuclear trained operators and to supervise the operation and maintenance of the Navy's CVN reactor plants.

The question that we had to answer and that you must be able to as well, is "Do these nuclear trained officers need to be SWOs?" To answer this question, we not only looked to the future force structure, but also tried to frame it in a historical perspective. We looked at all the other potential sources of officers to man CVN Reactor Departments and reviewed all the past studies. However, the answer to this question could not be derived from strictly a career perspective, it needed to first and foremost answer the broader question of "What is best for the Navy and our CVN force?" In other words, can the Navy afford to assign anything but its very best officers to the department responsible for ensuring the sustained readiness of the centerpieces of our forward deployed national maritime strategy? After an exhaustive study of all options, Navy leadership has reaffirmed that SWO(N)s remain the very best source of officers for manning our CVN Reactor Departments and key to maintaining CVN readiness at high levels.

This conclusion does not mean that there is not room for change and improvements. In fact, the study has resulted in two significant improvements. First, we are implementing a plan to improve career diversification for SWO(N)s by allowing some officers to reestablish their nuclear proficiency during their conventional Executive Officer tours. This will permit them the flexibility to be assigned to non-nuclear shore tours both before and after their XO tour. Second, we will permit a small portion of each year group (up to 5 officers) to transition into the Engineering Duty Officer (EDO - 1440) community and retain their nuclear AQDs. They will serve as both Principal Assistants and Reactor Officers on CVNs and be assigned to normal EDO billets when not serving on CVNs. These officers will be able to reinvest their nuclear training and experience in the CVN maintenance and refueling infrastructure. Together, these initiatives will better serve the varied careers of the officers who man our CVN Reactor Departments. As we travel to visit various commands around the country, we encourage all of you, whether you are on a nuclear ship or not, to attend one of our briefs so that we can fully explain the details of the study and answer your questions.

The above paragraphs discuss change. Let me address career constants:

- Performance at sea is the key to a successful career.
- We are promoted and screened as SWOs. In your topside tours, ensure that you maximize your exposure and participation in ship handling evolutions and all aspects of shipboard combat systems. Your FITREPs need to reflect strong surface warfare skills.
- CVN tours help your records. They are recognized as difficult and very demanding. When you breakout on top on a CVN, it validates your good performance in all your other tours, both ashore and afloat.
- The more senior you are, the more important diversification becomes. The key tie breakers for promotion and screening among senior officers are:
  - (1) Post-graduate education
  - (2) Washington, D.C. tour
  - (3) Joint experience or AP experience
  - (4) War College and JPME
- You must pro-actively plan your career and communicate with your detailer.

The short articles that follow expand upon these ideas and are designed to assist you in planning your careers. There is no single right answer nor ideal career progression. The SWO(N) career path is designed to develop quality Surface Warfare Commanding Officers and CVN Reactor Officers. It is immensely successful at that, due to your hard work, dedication and sacrifices. Navy leadership recognizes the significant contributions you are making on a daily basis and is committed to your success. Keep up the hard work. We look forward to hearing from you.





**CAPTAIN (USN)**

### Selection to Captain

With 11 in zone, 3 above zone, and 1 below zone officers selected this last board, overall opportunity to O-6 was 115%.

## Record Preparation – That Portion of the Board Process Which YOU Control

Every issue of *Perspective* features articles and advice on this important yet often tedious process. Recurring problem? Yes, as evidenced by recent record reviews for the FY 98 Captain and Commander Selection Boards, as well as the LCDR XO/CO Screening Board. More importantly, many of the problems and omissions found and corrected were significant enough to warrant your personal attention!

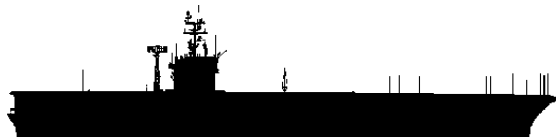
Not only are your Officer Summary Record (OSR)/Performance Summary Record (PSR), Microfiche, and Officer Data Card (ODC) important for boards, they are routinely referred to by detailers and community managers for slating purposes. The OSR/PSR contain a

## *Congratulations to our FY 98 Captain Selects !!!*

|                             |                             |
|-----------------------------|-----------------------------|
| CAPT(S) David M. Armitage   | CAPT(S) Robert D. Barbaree  |
| CAPT(S) Douglas A. Block    | CAPT(S) Ted N. Branch       |
| CAPT(S) David H. Buss       | CAPT(S) Chris C. Cain       |
| CAPT(S) William E. Dewes    | CAPT(S) Mark E. Ferguson    |
| CAPT(S) Louis J. Geanuleas  | CAPT(S) Ralph E. Janikowsky |
| CAPT(S) Stephen W. Keith    | CAPT(S) Craig E. Langman    |
| CAPT(S) John C. Mackercher  | CAPT(S) James A. McDonell   |
| CAPT(S) William H. Millward | CAPT(S) Michael J. Owens    |
| CAPT(S) James A. Sanford    | CAPT(S) Michael L. Seifert  |
| CAPT(S) Andrew G. Sevald    |                             |

summary of your fitness reports (the objective grades and ranking information), your personal awards, subspecialties, education including significant Navy schools, screening status and Additional Qualification Designators (AQDs). This document is projected for deliberation in the “tank” and is used by the officer that briefs your record to the board. The microfiche contains the most recently submitted copy of your photo, your full fitness reports, award citations and transcripts. The ODC contains duty and promotion history information as well as qualifications and schools.

Absent your actual presence here in our offices, they represent you. We strongly recommend you review these items annually, but **at least six months prior** to the convening date of a board for which you are eligible. We also encourage you to refer to the January-February issue of Perspective--the Career Issue.



## Record Preparation – How to . . .

Order your microfiche, OSR/PSR, ODC at least six months prior to the board-THEN review it when you receive it. Microfiche and OSR/PSR can be ordered from Pers-313D at DSN 224-3654/2983 or commercial (703) 614-3654/2983. ODCs can be obtained from Pers-1031D1 at DSN 224-2213 or commercial (703) 614-2213.

1. What to look for and correct. The following are some common problems found during record reviews prior to the FY 98 Commander Selection and FY 98 LCDR CO/XO Screen boards:

**Outdated or missing photos.** A new, full length photo is required within three months of accepting a promotion. The requirement for a photo within one year of the promotion board is no longer applicable. However a 10 year old photo at the wrong rank sends a clear, negative message to the board. Remember, the first thing they see when reviewing your fiche is the photo! Pictures must be mounted on a completed and signed NAVPERS 1070/10 form and sent to:

Bureau of Naval Personnel (PERS-313D)  
2 Navy Annex  
Washington, DC 20370-3130

**Fitness Reports.** Is the most recent one on file? Is there day to day continuity? Any fitreps missing? Send a copy of any missing reports to:

Bureau of Naval Personnel (PERS-322)  
2 Navy Annex  
Washington, DC 20370-3220

For administrative errors in a fitness report refer to the new FITREP/EVAL manual BUPERSINST 1610.10 or contact Pers-322 at DSN 224-1196/2476 or commercial (703) 614-1196/2476.

**Personal Awards.** Are all your personal awards listed on the cover sheet of the OSR and the citations included in the microfiche? The Navy Board of Decorations and Medals (BDM) is the official records keeper for all awards. If an award is missing from your microfiche, send a copy of the citation with your SSN in the upper right corner to Pers-313D as above. If an award is not listed or counted on your OSR cover sheet, forward a copy of the citation to the BDM with your SSN in the upper right corner:

Navy Department Board  
of Decorations and Medals  
Hoffman Bldg. II, Room 8N23  
200 Stovall St.  
Alexandria, VA 22332

Remember, only personal awards (NAM's, NCM's, etc.) are part of your official record. Letters of commendation or appreciation, MUC's, etc., are not, but can be sent in a letter to a board if you desire to have them included in the board deliberations.

**Education and qualifications.** Undergraduate and graduate school



transcripts are included in the microfiche. The OSR cover sheet lists the school, year, level and area of the degree. Additionally, subspecialties may be assigned for completion of certain graduate studies. Missing transcripts should be sent to:

Bureau of Naval Personnel (PERS-1031D1)  
2 Navy Annex  
Washington, DC 20370-1031

Other subspecialties and additional qualification designations (AQDs) are assigned based on experience, completion of tours, or special training. For example, AQDs are assigned for nuclear power qualification (KD1), nuclear engineer (KD2), other EOOW qualification (i.e., LC3 EOOW Gas Turbine), TAO (LF6 Non-NTDS, LF7 NTDS), and Tomahawk (BS2 Ship Tomahawk, BS4 Staff Tomahawk). Both EOOW and TAO are critical for LCDR CO/XO screening. During your XO tour, completion of Surface Command Qual AQD (LM2) is essential for Commander Command screening.

2. Fitreps, awards or other correspondence such as letters of recommendation submitted within six months of an upcoming board should be addressed to the President of the board, via the board sponsor. For example, all correspondence for statutory boards:

President, FY XX Unrestricted Line  
Commander Board  
Bureau of Naval Personnel (PERS-26)  
2 Navy Annex  
Washington, DC 20370-0026

For screening boards:

President, FY XX Surface CO/XO  
Screening Board  
Bureau of Naval Personnel (PERS-41)  
2 Navy Annex  
Washington, DC 20370-0041

*All correspondence  
before the board  
must originate  
from the officer  
concerned. Letters  
of recommendation  
must be forwarded  
by the officer  
concerned.*



3. Particularly the week before or during a board, an assistant recorder may call, or a message to your command may request a fitrep, award, qual or some other pertinent information necessary to complete your record for that board. Respond quickly. The best method of avoiding this nerve-racking, last minute missing data hunt is your periodic review, verification, and update of your record. *All material presented to a board for deliberations, except photographs, are destroyed after the board.* So if something is missing, you need to track it until it permanently finds its way into your record.

4. While we carefully screen all SWO(N) records to ensure completeness before a board convenes, ultimately you must ensure that a selection or screening board has all the right information about you--it is the only information that the board can use to make its decision regarding your career.

### **FY 98 FLAG Selects**

**RADM(S) L.C. Baucom**

**RADM(S) A.M. Gemmill**

**RADM(S) M.D. Malone**

**RADM(S) R.F. Willard**

### **Promotions**

Congratulations on the following promotions.

VADM James Ellis  
 RADM William Cross  
 RADM Richard Naughton  
 RADM Ronald Christenson  
 RADM Alfred Harms  
 CAPT Michael Groothousen  
 CAPT John Goodwin  
 CAPT Mark McNally  
 CAPT Gordon Dorsey  
 CAPT Larry Jones  
 CAPT(S) Robert Butt  
 CAPT(S) Bruce Clingan  
 CAPT(S) Ted Fredrick  
 CAPT(S) Archibald Halsall  
 CAPT(S) David Logsdon  
 CAPT(S) George Luechauer  
 CAPT(S) Eric Neidlinger  
 CAPT(S) Mark Nesselrode  
 CAPT(S) Stephen Nimitz  
 CAPT(S) Richard Ohanlon  
 CAPT(S) Andrew Pitts  
 CAPT(S) James Symonds  
 CAPT(S) James Winnefeld  
 CDR Charles Sanders  
 CDR Ronald Kratzke  
 CDR Peter Morford  
 CDR(S) Steven Dinobile  
 CDR(S) William Hammill  
 CDR(S) Richard Shy  
 CDR(S) Martin Simon

## **Joint Duty and SWO(N)s**



Throughout our detailing visits, in addition to sustained superior performance at sea, we have often stressed the importance of SWO(N)s pursuing "broadened" careers which include either Joint Duty or Acquisition Professional assignments. The 1986 DOD Reorganization Act, also known as The Goldwater-Nichols Act, directs each of the services to develop a pool of officers "who are particularly trained in, and oriented toward, joint matters" or, basically, duty in conjunction with other services or activities in the DOD. These officers are referred to as Joint Specialty Officers (JSOs). The Secretary of Defense selects officers to become JSOs based on nominations from each service. In order to become eligible for JSO and nominated by their respective service, an officer must "successfully complete an appropriate program of joint professional military education (JPME)...and a tour of duty in a joint duty assignment (JDA)." Evidence of its importance can be seen from competitiveness in screening and selection boards through promotion to flag rank.

*The formula:*

**JPME + JDA = JSO Nominee => SECDEF Approval = JSO**

### **JPME**

Normally conducted in two phases--commonly considered as war college. Specifically,

#### **PHASE I CREDIT ONLY:**

\* any U.S. Service College

| <u>College</u>          | <u>Location</u> | <u>Report/Length</u>                |
|-------------------------|-----------------|-------------------------------------|
| Naval Command and Staff | Newport, RI     | Nov/10 mo<br>Mar/12 mo<br>Aug/10 mo |

*-Accredited to grant MA in National Security and Strategic Studies.*

|                        |              |           |
|------------------------|--------------|-----------|
| USMC Command and Staff | Quantico, VA | Aug/10 mo |
|------------------------|--------------|-----------|

*-Has congressional approval to grant MA but is not yet accredited by regional board. Accreditation process in progress and may be grandfathered.*

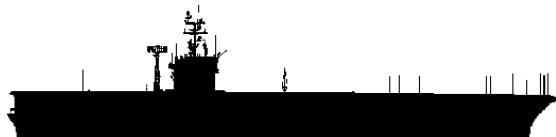
|                               |                 |           |
|-------------------------------|-----------------|-----------|
| Army Command/General Staff KS | FT Leavenworth, | Jun/12 mo |
|-------------------------------|-----------------|-----------|

*-Accredited to grant MA, but does not meet Navy criteria for P-code subspecialty. Also, Master's program is available with affiliated college/university through night school.*

|                       |                 |           |
|-----------------------|-----------------|-----------|
| Air Command and Staff | Maxwell AFB, AL | Aug/10 mo |
|-----------------------|-----------------|-----------|

*-Master's program available with affiliated college/university through night school.*

- \* selected Foreign War Colleges
- \* selected fellowship programs
- \* selected Naval Postgraduate School programs



\* Navy, Army, and Air Force nonresident war college programs  
(CORRESPONDENCE COURSES)

| Program   | Phone (DSN) |
|-----------|-------------|
| Navy      | 948-6528    |
| Air Force | 493-7901    |
| Army      | 552-5407    |

**PHASE II CREDIT ONLY:**

- Armed Forces Staff College (AFSC)

**FULL JPME CREDIT:**

- National War College  
- Industrial College of the Armed Forces (ICAF)

*Recommendation: If you have a master's degree, pursue JPME Phase I on your own, and we will work to send you to the AFSC enroute to a Joint billet. If you are a LCDR or senior and do not have a master's degree, we should work to send you to the Naval War College either before or after your XO tour. You must sign up early, as quotas are fully obligated up to 2 years in advance!*

**JDA**

Joint duty assignments or Joint tours are those billets on the Joint Duty Assignment List (JDAL) which is revised biannually. JDAL billets are designated for LCDR and senior; however, LTs serving in a LCDR JDAL billet for the prescribed tour length will receive joint duty credit. While a full tour is 36 months, Critical Occupational Specialists (COS) which are URLs LCDR through CAPT (and therefore SWO(N)s) on an initial JDA can detach after 24 months ("COS takeout") with full joint duty credit if going to an operational Navy assignment without a waiver. Subsequent JDA will be 36 months.

These tours include assignments on the Joint Staff, Office of the Secretary of Defense, theater CINCs, NATO staffs, as well as various assignments with other services and countries overseas.

A very limited number of officers who complete two joint tours may have the education requirement waived only if there is sufficient breadth of joint experience and there will be no time available for education later in their career path.

**Additional Qualification Designators (AQDs)  
and Joint Duty**

The Bureau uses AQDs to track an officer's progress towards JSO as follows:

|                |     |                                                                                                      |
|----------------|-----|------------------------------------------------------------------------------------------------------|
| JPME:          | JS1 | Full JPME complete                                                                                   |
|                | JS7 | Phase I JPME complete                                                                                |
|                | JS8 | Phase II JPME complete                                                                               |
| Joint Tour:    | JS2 | Completed JDA in either a JDA designated tour after 1 Jan 87, or a qualifying billet before 1 Jan 87 |
| Joint Nominee: | JS3 | JPME JSO nominee -- completed JPME and are serving in or have served in a JDA                        |
|                | JS4 | COS JSO nominee -- have not completed full JPME but serving or have served in a JDA                  |
| JSO:           | JS5 | JSO -- designated by SECDEF                                                                          |

|     |                                                                                   |
|-----|-----------------------------------------------------------------------------------|
| JS9 | COS takeout JSO -- equivalent to JS5 but indicates that JDA was less than 3 years |
|-----|-----------------------------------------------------------------------------------|

*Billets* with a JD1 are non-critical billets on the JDAL and can be filled by officers with no prior joint experience. JD2 billets are critical and must be filled by an officer qualified as JSO.

The Bottom Line: To remain competitive in the Navy, pursuit of postgraduate education, joint professional military education, and joint assignment (leading to qualification as JSO) must go hand in hand with performance at sea as Unrestricted Line Officers. Working closely with the Community Manager and the Detailer will ensure rewarding and fulfilling sea and shore tours both professionally and personally. Contact us early if you have further questions.

**Spot Promotion**

All CVN PA billets are spot LCDR promotion eligible billets. The new revision to SECNAVINST 1421.3G waives the previously-existing 90 day in-billet requirement. Your current Commanding Officer should recommend you for spot promotion with a short letter of recommendation as soon as you receive orders to one of these billets. Ed Mullen will forward this letter to the next Spot Promotion board, which is held quarterly. This is a much better system, but it does require you to apply early due to the spot promotion confirmation system. If you have any questions regarding this policy or how to apply, please contact Ed Mullen. We have provided a sample letter below:

DD MMM YYYY

From: Commanding Officer, USS TOPSIDE (DD 999)  
To: Bureau of Naval Personnel (Pers 4)

Subj: REQUEST FOR TEMPORARY (SPOT) PROMOTION ICO LT  
JOHN A. SMITH, USN 987-65-4321/1110

Ref: (a) SECNAVINST 1421.3G

- In accordance with reference (a), I nominate Lieutenant Smith for temporary (SPOT) promotion to the rank of Lieutenant Commander.
- Lieutenant Smith meets the criteria outlined in reference (a) and is eligible for temporary promotion based on serving (or "orders to serve") as the PA BILLET (BSC XXXXX) in USS NUCLEAR CARRIER (CVN-99).
- Lieutenant Smith has my strongest recommendation for SPOT promotion. He has excelled in...{provide a brief background for justification}. SPOT promotion is essential to his continued effectiveness and is fully merited.

I.M.CAPTAIN

Copy to:  
Service Record  
Pers 412N

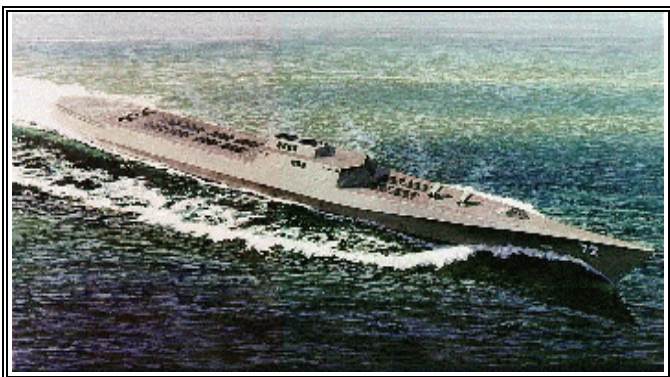




### Acquisition Professional

Acquisition Professionals manage the design, development, procurement and logistic support of the Navy's equipment and systems. "Acquisition" is a cradle to grave management approach for the Navy including research, development, testing, evaluation, production, procurement, and operations and support. Mandated by Congress with the Defense Acquisition Workforce Improvement Act (DAWIA), the Acquisition Professional Community (APC) is a subset of the larger DOD-wide Acquisition Workforce (AWF). The APC is here to stay and is a fully approved and implemented career path leading to Major AP Command and Flag rank, completely separate from Joint requirements. Critical acquisition billets at the Captain/Flag level are required by law to be manned by officers from the APC. Preparation for serving in APC billets must start early in your career.

SWO(N)s may become members of the APC. Basic membership requirements include a minimum number of credit hours in selected fields such as statistics, economics and finance; completion of certain acquisition schools, and the requisite number of years of experience in acquisition billets. Entry into the APC is accomplished by a screening board semi-annually and is limited to Command Screened LCDRs and above. You must apply to be



considered for selection to the APC. Entry into the community is permitted with a waiver of some of the above requirements, provided an officer can demonstrate a solid acquisition related background. However, preparation for becoming an AP starts as early as your first shore tour with service in entry level non-critical acquisition billets or by obtaining a technical or management Master's Degree.

Military billets in the AWF are coded with 3-character Additional Qualification Designators (AQDs). This coding explains the type of acquisition billet and the experience you will be credited with for serving in it. The first character of the AQD for billets in the AWF is an "A"; the second character indicates the acquisition career field for the billet; and the third character indicates whether the billet is non-critical "N", critical "C", or developmental "D". Almost all the billets a SWO(N) will be assigned to, including our nuclear shore support billets, fall into one of 3 career fields, indicated by the following second character codes in the AQD:

- "G" - Manufacturing, Production, and QA
- "A" - Program Management
- "S" - Systems Planning, Research, Development and Engineering

All SWO(N) shore billets which qualify for AP credit will be coded "AGN", for Acquisition, in the Manufacturing-Production-QA career field, and non-critical (no prior AP experience or certification

required).

APC certification must be accomplished in one or more career fields after you enter the AWF. Each field has three levels of certification corresponding to rank (See figure below for an example using the Manufacturing-Production-QA career field). Each level requires acquisition experience and the completion of various courses, under the auspices of the Defense Acquisition University (DAU - <http://www.acq.osd.mil/dau>). Many of these courses are taught in FT Belvoir, VA. Once you have achieved the time on station and level of training required by your current AP billet, you must apply to the Bureau to receive AP certification and the appropriate AP AQD in your record. This will normally be AG1, AG2 or AG3 (for Level 1, 2 or 3 respectively) for SWO(N)s in the Manufacturing-Production-QA career field. It is important to note that these AQDs are earned while serving in AP coded acquisition billets. You must check the code of your billet early in your AP tours, determine and complete the training requirements, and ensure you request certification for your tour in this billet prior to your PRD.

### Manufacturing, Production and Quality Assurance Career Field

Billet AQD = AGN or AGC

Qualifying SWO(N) billets are coded AGN

|          |                                                                                                                           |           |
|----------|---------------------------------------------------------------------------------------------------------------------------|-----------|
| LT       | Level I (Beginning)                                                                                                       | AQD = AG1 |
|          | 1 yr of acquisition experience in engineering, manufacturing, production or quality assurance; and the following training |           |
|          | PQM 101 Prod/Qual Mgmt Fund                                                                                               | 10 days   |
|          | ACQ 101 Fund of Sys Acq Mgmt                                                                                              | 9 days    |
| LCDR     | Level II (Intermediate)                                                                                                   | AQD = AG2 |
|          | 2 yrs of acquisition experience and the following training                                                                |           |
|          | PQM 201 Int. Prod & Qual Mgmt                                                                                             | 15 days   |
|          | ACQ 201 Int. Systems Acq                                                                                                  | 20 days   |
| CDR/CAPT | Level III (Advanced)                                                                                                      | AQD = AG3 |
|          | 4 yrs of acquisition experience and the following training                                                                |           |
|          | PQM 301 Adv. Prod & Qual Mgmt                                                                                             | 10 days   |

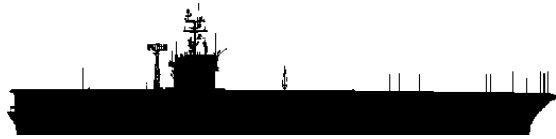
The above represents minimum requirements for certification.

NOTE: For "Program Management" career field (AQD = AAN or AAC), requirements are identical to AGN/AGC except 1/2 acquisition experience is in program management and Level III courses are PMT 301/302 in Program Management.

SWO(N)s selected for entry into the APC can expect to serve in APC tours when they roll ashore. These officers remain eligible for command at sea, Reactor Officer billets (for which some AP credit can be granted) and Nuclear Officer Incentive Pay. Major Command opportunities are in major program management.

Assignments that can be used to gain acquisition experience include NAVSEA, SPAWAR, shipboard overhauls and certain TYCOM billets. Efforts are underway to code the nuclear type





desks, Propulsion Engineer and N9 billets for acquisition credit. The majority of the APC billets are in the Washington, D.C. area. The SWO Community as a whole is short of APC officers, and SWO(N)s by virtue of their technical backgrounds and operational experience are good APC candidates. Contact us if you are interested in pursuing career options in this growing and important community.

### **NROTC VISITS: RECRUITING FOR THE FUTURE!**

With the improvements in the SWO(N) career path outlined in this NEWSLETTER, our outstanding performance on screening and selection boards, and the technical training we receive which is unparalleled in the Navy, we have a powerful message we must articulate to NROTC Midshipman. The future is bright in the Surface Navy. It is particularly bright for a technically oriented midshipman who qualifies for nuclear power. We offer all the advantages of a Surface Warfare career plus the added benefits of nuclear power training and the nuclear bonuses. Despite all the positive aspects of a SWO(N) career, less than 20 midshipman nationwide selected surface nuclear power this year. We must go out to the NROTC units and honestly answer their questions and



dispel the myths, rumors and folklore which prevent midshipmen from making informed decisions. The effort required is small, but the gains to the SWO(N) and SWO community are

huge. We must at all levels continue to place significant emphasis on sending our officers to visit NROTC units. The feedback from NROTC units SWO(N)s have visited has been excellent. The Surface Warfare message is a powerful one when placed in the context of "Forward from the Sea." As SWO(N)s who keep our CVNs and other combatants at the heart of this strategy, we are a key element in its implementation.

Many NROTC units have requested SWO(N) Commanding Officers and junior officers to come present the SWO(N) career and unfortunately, some of these requests have gone unfilled. We can and must do better in meeting these key recruiting commitments. We need to get SWO(N) Commanding Officers in their conventional command tours to visit as many NROTC units as possible. If you are a SWO(N) in command, and would like to assist as your operational schedule permits, please contact the LANT or PAC MTT or CNET directly. CNET will fully fund the visits and is exceptionally accommodating in working around any schedule constraints you have. The MTTs will normally contact the

CVNs and CGNs inport to schedule junior officer visits. These are great opportunities for our junior officers who often are our most effective spokesmen. A SWO pin is the only

prerequisite. Remember, we are pitching Surface Warfare and the key role our nuclear sub-specialty plays within the SWO Community.

The MTT will promulgate a list of NROTC Units we need to support with SWO(N) visits for the 97/98 academic year in the early fall. Schedule adjustments are easily worked out with CNET and the individual NROTC units. Additionally, if there is a school, such as your alma mater, or geographic area you desire to visit, call and ask the MTT and they will try to coordinate a visit for you. We at the Bureau have a Brief we have developed with CNET and forwarded to the MTT for your use. We can also mail briefs and slides to you for use. CNET and the MTT will provide any other support you may need. Thanks in advance for your support and proactive help in this important community issue.

#### Points of contact:

|                       |                                    |                                                  |
|-----------------------|------------------------------------|--------------------------------------------------|
| CNET Nuclear Programs | CAPT G.G. Ziebell<br>LT Brian Reed | (904) 452-4050<br>DSN: 922-4050<br>FAX: 452-4052 |
| LANTFLT SNPMTT        | LT Andrew Heidt                    | (757) 322-3109<br>DSN: 836-3109<br>FAX: 322-3285 |
| PACFLT SNPMTT         | LT Ernest Maier                    | (619) 545-2971<br>DSN: 735-2971<br>FAX: 545-2946 |

### **From the Detailer . . .**

**PROTOTYPE Duty.** As we stated in Perspective, shore duty at prototype offers you an excellent opportunity to gain invaluable experience in the department head equivalent billet of Shift Engineer. On the back shifts in New York or Charleston, you'll be in charge of running the prototype and you report to the CO in the same way a Chief Engineer on a ship does. These tours do an excellent job of preparing you for the increased responsibilities of being a department head, hone your skills as a training expert and give you significant nuclear experience. For those who are interested in pursuing PC command, this is a great option because Prototype resets your "nuclear clock". As a Prototype instructor, you will obtain a "silver bullet" letter for use in obtaining orders for your first department head tour. Given the availability on your department head slate, you will be assigned either your first choice of ship type, billet or home port. The prototype

billets available in 1998 are in May and September in Charleston, and June, July and December in Ballston Spa.

**Nuclear Power School Instructor.** These billets offer an

# Surface Nuclear Officer

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excellent opportunity to increase your nuclear expertise, obtain a master's degree, and reset your "nuclear clock". Just as with Prototype instructors, Nuclear Power School instructors also obtain a "silver bullet" letter for use in obtaining orders for their first department head tour. Nuclear Power School is moving up to Charleston, SC, in mid 1998. The instructor billets available in 1998 are in January, February and June. There is a graduate program available at NPS and it will be fully transferable to Charleston, SC.



**Overseas Assignment.** An overseas tour helps to broaden your perspective and provides invaluable experience as you interact with people of different cultures and officers from foreign services. You also play a key role as a United States "diplomat." Many of these billets are extremely popular and require early negotiations with the detailer. The Personnel Exchange Program offers exciting and challenging tours in Europe, South America and Australia. Overseas assignments are also viewed positively by promotion and screening boards and reflect an officer's willingness to support the Surface Warfare community. Contact Ed Mullen 12-18 months prior to your PRD to see what's available around your detachment date.

**USNA/NROTC Duty.** Duty at the Naval Academy or at any of our NROTC units is exciting, professionally rewarding, and allows you to play a critical role in representing our community to future officers. As an instructor, you have a

significant impact on the professional development of midshipmen and on the health of the Surface Warfare community for many years to come. It also provides an excellent opportunity to gain a master's degree. Let Ed know if you're interested in any of these important billets which no longer have a follow-on tour requirement.

## Into the 21st Century . . . CVN 77

*excerpts taken from Special Navy News Service*

"The CNO recently sat down with reporters from the Virginian Pilot and Copley News Service. CNO outlined the important impact innovative Navy technology will have on key issues such as future force

### NO MORE GREEMAIN BILLETS !!!

With the exception of obligated service incurred from Naval Post-graduate School and certain graduate education programs, there are no longer any requirements for junior officers to remain on active duty after their initial shore tours.

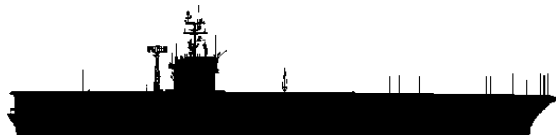


structure,  
shipbuilding plans  
and weapons  
procurement

CVN 77,

scheduled to have

its keel laid at Newport News Shipbuilding in 2002, will be a transition ship to CVX. The Navy is seeking about \$18M for design work on the ship in 1998 and will request about \$1B to buy its nuclear reactor in 2000." Construction is expected to be complete 2008 and ADM Johnson promised that the Navy will resist pressure to scrap CVN 77, and proceed directly to CVX however, calling the last Nimitz class carrier critical to the Navy's ability to meet its obligations around the world.



## Command

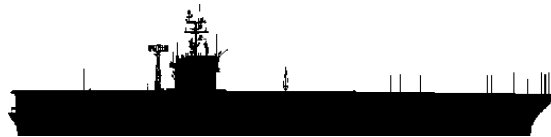
The following officers are in or enroute to command -- Congratulations to our new COs!

|                         |    |        |                         |    |        |
|-------------------------|----|--------|-------------------------|----|--------|
| CAPT Gregory Brown      |    | CVN 69 | CAPT John Harvey        |    | CG 71  |
| CAPT Thomas Otterbein   |    | CVN 75 | CAPT Steve Johnson      | to | CGN 36 |
| CAPT Michael Malone     |    | CVN 65 | CAPT James Quinn        | to | CVN 65 |
| CAPT Craig Murray       |    | CG 49  | CAPT Bernard McCullough | to | CG 61  |
| CAPT Isaac Richardson   |    | CVN 68 | CAPT Harold Starling    | to | CVN 69 |
| CAPT Robert Willard     |    | CVN 72 | CAPT David Bryant       |    | AOE 6  |
| CAPT Lindell Rutherford | to | CVN 73 | CAPT Douglas Dupouy     |    | LPD 9  |
| CAPT Thomas Keithly     |    | CGN 41 | CAPT Steven Firks       |    | AOE 3  |
| CAPT David Brown        |    | CGN 37 | CAPT William McKee      |    | LPD 13 |
| CAPT Robert Perry       |    | CGN 36 | CAPT Samuel Locklear    |    | CDS 2  |
| CAPT Douglas Roulstone  |    | CVN 74 | CAPT William McCarthy   |    | AOE 4  |
| CAPT David Architzel    |    | CVN 71 | CAPT(S) Richard Ohanlon |    | AOE 1  |
| CAPT David Crocker      |    | CVN 70 | CAPT(S) Bruce Clingan   | to | AGF 3  |
| CAPT Evan Chanik        | to | CVN 65 |                         |    |        |
| CDR Miles Quigley       | to | FFG 29 | CDR James Carr          |    | DD 983 |
| CDR Stuart Kendrick     | to | FFG 33 | CDR Charles Dixon       | to | FFG 53 |
| CDR Craig Langman       |    | DD 982 | CDR Chris Cain          |    | FFG 11 |
| CDR Jonathan Will       |    | FFG 60 | CDR William Dewes       |    | DD 971 |
| CDR David Faasse        | to | AO 178 | CDR Glenn Flanagan      |    | FFG 55 |
| CDR Dennis Ourlian      | to | DD 980 | CDR Joseph Hamilton     |    | DDG 53 |
| CDR Arthur Mobley       | to | FFG 28 | CDR Stephen Johnson     | to | DD 989 |
| CDR James McCarthy      |    | DDG 75 | CDR Richard Durham      | to | DD 992 |
| CDR David Jackson       |    | DDG 55 | CDR Steven Grant        | to | FFG 45 |
| CDR John Wallace        |    | DD 986 | CDR Stephen Keith       |    | FFG 54 |
| CDR Mark Ferguson       |    | DDG 65 | CDR George Ponsolle     | to | DD 979 |
| CDR Faris Farwell       | to | FFG 57 | CDR Thomas Crowley      |    | DDG 70 |
| CDR Michael Turner      | to | FFG 41 | CDR David Hulse         | to | DDG 58 |
| CDR John Mackercher     |    | FFG 15 |                         |    |        |
| LCDR James Boorujy      | to | MHC 51 | LCDR Brian Donegan      |    | MCM 6  |

## Nuclear Officer Incentive Pay "The Nuke Bonus"

Commonly referred to as the "Nuke Bonus," nuclear officer incentive pay (NOIP) is a special pay program legislated by Congress for the purpose of attracting officers into and sustaining the retention of the highly trained and skilled officers in the Navy's nuclear propulsion program. **Change 1 to SECNAVINST 7220.65H** became effective August 12, 1996 raising the amounts for the Nuclear Accession Bonus ("signing bonus") from \$4,000 to **\$6,000**; Nuclear Continuation Pay (COPAY) from \$10,000 to **\$12,000** per contract year; and the Nuclear Annual Incentive Bonus (AIB) from \$7,200 to **\$10,000** beginning this fiscal year (first AIB payment at higher rate will occur 1 Oct 97). The instruction details eligibility, application, and payment for each of the special pays. The following paragraphs answer frequently asked questions concerning AIB and COPAY:

1. To apply for COPAY you must be within one year of the end of your existing service obligation and not past your 23rd year of commissioned service. The 3, 4, or 5 year contract cannot extend past your 26th year of commissioned service. Officers beyond 26 years commissioned service will receive AIB until retirement or frocking to Flag rank.
2. Officers not in receipt of orders to department head school or a nuclear department head tour are not eligible for the 3 year COPAY contract. However, they are strongly encouraged to sign up for a 4 or 5 year COPAY contract. This change was required to better assess the number of officers who will return to sea as department heads and provide incentive for junior officers to remain for department head tours.



3. Officers may transition to the new higher rates by submitting a new application referencing SECNAVINST 7220.65H Ch 1 prior to their next anniversary date. The new contract must encompass the remainder of the old contract. Upon approval, the old contract will be canceled effective the day before the next anniversary date and the new one begins at the higher rate on the anniversary date.

4. Obligated service from COPAY and post-graduate education may now run concurrently provided the COPAY contract commenced prior to reporting to NPGS. However, once an officer has reported to NPGS, he/she has incurred obligated service which precludes application for a new contract or transitioning to higher rates.

Applications, including the command endorsement which only needs to say "forwarded, recommending approval," can be faxed ahead to permit staffing while originals travel via the postal system. Processing normally takes approximately a month; however, we can fax back an advance copy of the approval letter upon request. If you have any additional questions regarding NOIP, please contact LT Perry Pascual.

DD MMM YYYY

From: LCDR Nuclear Q. Guy, USN, 123-45-6789/1110  
To: Chief of Naval Personnel (Pers 42)  
Via: Commanding Officer, USS SHIP

Subj: REQUEST FOR NUCLEAR OFFICER CONTINUATION  
PAY

Ref: (a) SECNAVINST 7220.65H Ch 1  
(b) 37 United States Code 312

1. I have read and understand the provisions of reference (a) including all provisions relating to termination of payments to be made under this agreement and the circumstances under which recoupment by the government of sums paid may be required, to which I agree. I hereby apply for the special pay authorized by reference (b).

2. Contingent upon acceptance of my application for this special pay, I agree not to tender a resignation for a period of X years beyond my existing service obligation, or for a period of X years beyond the date of acceptance of this request, whichever is later. I understand that, upon acceptance, this application is binding, and that thereupon I shall be eligible to receive \$12,000 per year of this agreement in special pay, as described in reference (a).

\_\_\_\_\_  
(Signature of Officer)

### ***The Man in the Arena***

*It is not the critic who counts, not the one who points out how the strong man stumbled or how the doer of deeds might have done them better. The credit belongs to the man who is actually in the arena, whose face is marred with sweat and dust and blood; who strives valiantly, who errs and comes short again and again, who knows the great enthusiasms, the great devotions, and spends himself in a worthy cause; who if he wins, knows the triumph of high achievement; and who, if fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory or defeat.*

*Theodore Roosevelt*

